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NEW MILFORD BOARD OF EDUCATION

AND

NEW MILFORD CUSTODIAL ASSOCIATION

CONTRACT

1985 - 1986

1986 - 1987

X July 1, 1985 - June 30, 1986

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ARTICLE I - RECOGNITION

The New Milford Board of Education recognizes the New Milford Custodial Association, hereinafter referred to as the Association, as the exclusive representative for collective negotiations concerning the terms and conditions of employment during the term of this Agreement for the Custodial-Maintenance personnel employed by the Board of Education, hereinafter referred to as the Board.

ARTICLE II - NEGOTIATIONS PROCEDURE

- A. The Board and the Association agree to enter into collective negotiations for the purpose of concluding an agreement in accordance with Chapter 303, Public Laws 1968, on matters concerning the terms and conditions of employment. The Association shall submit its proposals to the Board no later than December 1 of the calendar year preceding the calendar year in which this agreement expires or no later than four (4) weeks prior to the date of the first meeting of the parties for negotiations whichever shall be sooner. The Board shall submit their proposals within three (3) weeks of the receipt of the Associations proposals. Any final agreement so negotiated shall apply to all members of the appropriate unit, as set forth in Article I, be reduced to writing, and be signed by the Board and the Association.
- B. The parties and their representatives shall be clothed with all necessary power and authority to conduct negotiations so as to effect a final agreement as established in paragraph A. of the ARTICLE.
- C. It is understood that both the Board and the Association must approve the final agreement between the parties before that agreement becomes final and binding upon the respective parties.
- D. This agreement shall not be modified in whole or in part by the parties except by an instrument in writing duly executed by both parties.

ARTICLE III - GRIEVANCE PROCEDURE

A. Definitions:

A grievance shall mean that employee or representative of employees may appeal the interpretation, application or alleged violation of this agreement, and administrative decisions affecting them.

A grievance to be considered under this procedure must be initiated in writing, within fifteen (15) school days from the time when the employee knew or should have known of its occurrence.

B. Procedure:

The Grievance Procedure shall consist of four (4) Levels.

1. Level One:

The employee with a grievance shall first discuss it with the Supervisor of Buildings and Grounds, with the objective of resolving the matter informally.

2. Level Two:

If, within five (5) school days thereafter, a problem remains unresolved, the grievant shall set forth his grievance in writing to the Supervisor of Buildings and Grounds stating:

- (a) The date of the occurrence that caused the grievance;
- (b) The nature of the grievance and specific request for the relief;
- (c) The nature of the loss, injury or inconvenience.

Grievance Procedure

The Supervisor shall communicate his decision to grievant in writing, with copies to the Association within five (5) school days of receipt of the written complaint.

3. Level Three

The grievant may appeal the Supervisor of Buildings and Grounds' decision to the Business Administrator. The appeal to the Business Administrator must be made in writing and must set forth the grounds upon which the grievance is based. It should also contain copies of all material relating to the previous actions taken on it. The Business Administrator, in consultation with the Superintendent of Schools, shall attempt to resolve the matter as quickly as possible, but within a period not to exceed ten (10) school days. The Business Administrator shall communicate his decision in writing to the grievant with a copy to the Association.

4. Level Four

If the grievance is not resolved to the grievant's satisfaction, he may request a review by the Board. The request shall be submitted in writing through the Business Administrator who shall attach all related papers and forward the request to the Board. The Board, or a committee thereof, shall review the grievance, hold a hearing with

Grievance Procedure

the grievant, and render a decision in writing to the grievant, with copies to the Association, within fifteen (15) school days.

5. Failure at any step of this procedure to communicate the decision on a grievance within the specified time limits shall permit the grievant to proceed to the next step. Failure at any step of this procedure to appeal a grievance to the next step, within the same time limit prescribed for a decision, shall be deemed to be acceptance of the decision rendered at that step.
- C. In all matters relating to the handling of grievances, employees shall be assured freedom from reprisal, restraint, interference, coercion, and discrimination during and after the presentation of the matter. During the time that the grievance is being reviewed by the appropriate parties, it is understood that the employees, including the grievant, will continue to follow the established administrative rules and regulations, and Board Policies regarding the subject matter of the grievance, until such grievance is properly determined.
- D. Nothing herein contained shall be construed as limiting the right of any employee having a grievance to discuss the matter informally with any appropriate member of the Administration, and having the grievance adjusted

Grievance Procedure

without intervention of the Association, providing the adjustment is not inconsistent with the terms of this agreement and that the Association has been given the opportunity to be present at such adjustment.

- E. Any employee may be represented at all stages of the grievance procedure by himself, a person of his choosing, or by the Association's Representative. When an employee is not represented by the Association, the Association shall have the right to be present at all stages of the grievance procedure and may state its view.
- F. In the case of a grievance affecting a group or class of employees, the person or persons involved may submit such grievance to the Supervisor of Buildings and Grounds and follow the procedures starting with Level One. The Association may process such a class or group grievance through all subsequent levels of the Grievance Procedure.
- G. Meetings and hearing under this procedure shall not be conducted in public unless a public meeting is requested by the grievant.

ARTICLE IV = MANAGEMENT PREROGATIVES

- A. The Board, on its own behalf and on behalf of the electors of the District, hereby retains and reserves unto itself, the rights, duties and responsibilities conferred upon and vested in it by the law and the Constitution of the State of New Jersey, including the right to exercise the executive management and administrative control of the school system and its property and facilities.
- B. As listed in Title 18A:-11-1 New Jersey Statutes Annotated 1968, the Board shall:
 1. Make, amend and repeal rules, not inconsistent with this title, or with the rules of the State Board, for its own government and the transaction of its business and for the government and management of the public schools and public school property of the district and for the employment, regulation of conduct and discharge of its employees, subject, where applicable, to the provisions of Title II, Civil Service, of the Revised Statutes; and
 2. Perform all acts and do all things, consistent with law and the rules of the State Board, necessary for the lawful and proper conduct, equipment and maintenance of the public schools of the district.

ARTICLE 2 = WORK SCHEDULE

- A. All employees covered by the Agreement shall work on an eight-hour shift which does not include lunch or dinner hours.
- B. The hours of work for all employees covered by this Agreement shall be determined and established annually by the Business Administrator in consultation with the Supervisor of Buildings and Grounds. Normally the day shift hours will occur between 6:00 A.M. and 6:00 P.M. The night shift hours will occur between 3:00 P.M. and 1:00 A.M. The usual hours of work for employees during the time students are occupying the buildings will be as follows:
 - 1. Day Shift 2:00 A.M. to 4:00 P.M.
with one hour for lunch
 - 2. Night Shift 3:00 P.M. to 11:30 P.M.
with one-half for dinner
- C. During the summer and periods that students do not attend school, the hours of work for all custodial personnel will be 7:00 A.M. to 3:30 P.M. with one-half hour for lunch.
- D. All employees will be off on the days listed on the Holiday Schedule, established annually by the Board, attached hereto and known as SCHEDULE B.
- E. In the event it is necessary for any employee to work in excess of forty (40) hours in any one week, overtime shall be paid at a rate of time and one-half.

Work Schedule

- F. Employees who are placed in a temporary employment category that is higher than their normal employment category shall receive the appropriate salary of the higher level after working 2 full days in the higher category.
6. Individual personnel may be rescheduled by the Business Administrator and/or the Supervisor of Buildings and Grounds in order to suit the needs of the school system.

ARTICLE VI - SALARY GUIDE PROVISIONS

- A. The Salary Guide for all employees covered by this Agreement are set forth in SCHEDULE A and SCHEDULE A-1 attached hereto and made part hereof.
- B. All new employees will be employed at a base pay not to exceed the base salary adopted by the Board of Education in the approved budget for the school calendar year, plus full credit, as full steps of the salary guide, for each year of recognized experience as evaluated and determined by the Business Administrator.
- C. All personnel employed on or before January 31st of any year shall be eligible for a full increment. All personnel employed February 1st or after shall not be eligible for an increment unless granted the increment by the Board.
- D. All advancement on the Salary Guide shall be made at full steps so that all full-time personnel will be on a specific step on the guide and not between steps.
- E. Annual increments, salary adjustments, or both, may be withheld if the work of the individual is below acceptance standards as determined by the Business Administrator in consultation with the Supervisor of Buildings and Grounds.
- F. Employees will be hired on a sixty (60) day trial basis.

Salary Guide Provisions

- G. When a pay day falls on or during a school holiday, vacation or weekend, employees shall receive their pay checks on the last previous working day.
- H. The night shift shall receive a differential of Two Hundred Dollars (\$200.00) per annum.

ARTICLE VII - HEALTH CARE INSURANCE PROTECTION

The Board shall provide health care insurance protection designated below, paying the full premium for each employee's individual coverage or full family coverage, if applicable.

I Health Care Insurance

- A. Provisions of the health care insurance program shall be detailed in master policies and contracts arranged for by the Board and shall include:
 1. Hospital room and board and miscellaneous costs.
 2. Out-patient benefits.
 3. Laboratory fees, diagnostic expenses and therapy treatments.
 4. Maternity costs, Surgical costs, and Major Medical coverage.
- B. For each employee who remains in the employ of the Board for the full school year, the Board shall make payment of insurance premiums to provide insurance coverage for the full twelve (12) month period commencing sixty (60) days from date of employment, provided the carrier's contract provisions are met.
- C. When necessary, payment of the premiums in behalf of the employee shall be made retroactively or prospectively to assure uninterrupted participation and coverage.
- D. The Board shall provide to each employee a description of the health care insurance coverage, as provided by the carrier, no later than the beginning of the school year, which shall include a clear description of conditions and limits of coverage as listed. If no changes in coverage occur, this paragraph is inoperative.

Health Care Insurance Provisions

II Dental Insurance

- A. The Board will make available a Dental Insurance plan package. The coverage will be detailed in the carrier's master policy and contract arranged for by the Board.
- B. Details of the plan will be made available to all participating employees. The insurance carrier's brochure will be issued to all employees in order to provide details of the coverage.

III Prescription Drug Plan

- A. The Board will make available a Prescription Drug Plan. The coverage will be detailed in the carrier's master policy and contract arranged for by the Board.
- B. Details of the plan will be made available to all participating employees. The insurance carrier's brochure will be issued to all employees in order to provide details of the coverage.

IV Cost of Health and Dental Insurance

Any increase in the cost of premiums above the 1986-87 costs per individual in the bargaining unit shall be negotiated by the two parties to this contract. The economic impact of any additional costs for these insurance plans will be determined by the negotiation process.

ARTICLE VIII - SICK LEAVE

- A. All twelve month employees employed by the Board shall be entitled to twelve (12) sick leave days each school year pursuant to NJSA 18A:30-2. All ten month employees employed by the Board shall be entitled to ten (10) sick leave days each school year pursuant to NJSA 18A:30-2. When an employee works for less than a full contractual year, the number of sick days will be prorated accordingly. Unused sick leave days shall be accumulated from year to year, with no maximum limit. For accumulation purposes, the Board will consider that employees earn one sick day for each month worked.
- B. Non-accumulative additional sick leave benefits may be allowed to employees upon application to and approval by the Board in each individual case.
- C. Sick days taken in excess of the accumulated total and non-accumulative benefits will result in a reduction in pay. This reduction will be taken at the rate of ~~1/240~~ of annual salary for twelve month employees and ~~1/200~~ of annual salary for ten month employees.
- D. All employees covered by this contract shall be entitled to receive payment for their accumulated sick leave upon retirement, provided they meet the criteria set forth below.
 - I. A minimum of ten (10) years of continuing employment for the New Milford Board of Education is required.

Sick Leave

2. The employee must be retiring or leaving the system.
 3. In the event of the death of an employee who has otherwise fulfilled the requirements of this Article, the benefit noted in Section B shall be paid to the designated beneficiary or estate.
- E. The amount of the sick leave benefit shall be determined by the sick leave time balance, at the effective date of retirement, accumulated since the beginning date of employment, but not earlier than September 1, 1954.
- F. The sick leave benefit for 1985-86 shall be computed by multiplying the first 75 days of accumulated sick leave by \$18.00 per day. All accumulated sick leave days in excess of the first 75 shall be multiplied by \$22.00 per sick day. The total sick leave benefit payable shall not exceed \$4,000.00 per individual.
- G. The sick leave benefit for 1986-87 shall be computed by multiplying the first 75 days of accumulated sick leave by \$18.00 per day. All accumulated sick leave days in excess of the first 75 days shall be multiplied by \$22.00 per sick day. The total sick leave benefit payable shall not exceed \$5,000.00 per individual.

ARTICLE IX - TEMPORARY LEAVE OF ABSENCE

A. As of the beginning of each school year, employees shall be entitled to the following temporary leave of absence as follows:

1. Death in the Immediate Family

Leave of absence without loss of pay following death in the immediate family (wife, husband, son, daughter, mother, mother-in-law, father, father-in-law, sister, brother, grandparents) shall be granted for five (5) consecutive calendar days, one of which is the day of death or the day of burial inclusive.

2. Death of Other Relative

In case of the death of any relative not listed in Part I above, the employee shall be granted a one (1) working day leave of absence, without loss of pay, to attend the funeral.

3. Legal Process

Time necessary for appearances in any legal proceeding connected with a staff member's employment or in any other legal proceeding that the staff member is required by law to attend, shall be granted without loss of pay.

4. Personal Leave

(a) Non-accumulative personal leave up to two (2) days total per school year without loss of pay under the circumstances noted below in subsection 4.b. and 4.c.

(b) Leave for illness in the immediate family shall be

Temporary Leave of Absence

granted by the Business Administrator within the aforementioned two (2) day limitation.

(c) Requests for personal leave for personal business (within the aforementioned two (2) day limitation) will be granted by the Business Administrator provided all of the provisions below are met:

- (1) All applications for leave under this section shall, except in cases of emergency, be made at least five (5) work days prior to the requested leave.
- (2) The employee making application for leave under this section must indicate under which reason the leave is being requested.
- (3) The form requesting such leave shall contain a list of possible reasons for which leave may be taken as follows:
 - a Religious ceremony involving child or grandchild.
 - b Marriage of a member of employee's immediate family.
 - c Graduation of a member of the employee's immediate family.
 - d House closing.
 - e Religious holiday.
 - f Birth of a child to a spouse or to a child of employee.
 - g Comprehensive examination for a degree.
 - h Visitation at a college to which an employee or child of the employee is contemplating attendance.
 - i Emergency, such as fire, flood or robbery at home.
 - j Death other than immediate family.
 - k Other for which a specific reason must be given and which shall be subject to approval at the sole discretion of the Business Administrator.

Temporary Leave of Absence

(4) The Business Administrator, at his option, may require more detailed and specific designation of the reasons for the requested leave.

B. Leaves taken pursuant to Section A shall be allowed with the following stipulations:

1. They shall be in addition to any sick leave to which the staff member is entitled.
2. No leave shall be permitted the day prior to, nor the day following, a school holiday or holiday weekend, except at the discretion of the Business Administrator.
3. Except in emergency, all requests for leave shall be in writing stating the reason for the request. After approval by the Supervisor of Buildings and Grounds and the Business Administrator, the request shall be filed in the Business Administrator's Office. If an emergency situation arises, the employee will submit, in writing, following the above procedure, a form covering his absence from work when he returns to work.
4. Leave under this provision shall not be cumulative.

C. Jury Duty

1. A regular employee who loses time from his job because of jury duty as certified by the Clerk of the Court shall be paid by the Board his daily rate of pay. The employee agrees to turn over the jury duty check to the Board.

Temporary Leave of Absence

- (a) The employee must notify his supervisor immediately upon receipt of a summons for jury duty.
 - (b) The employee must not have voluntarily sought jury service.
 - (c) The employee must submit adequate proof of the time served on the jury duty.
2. If, on any given day an employee is attending jury duty, he or she is released by the Court prior to twelve o'clock noon, that employee shall be required to return to work by one o'clock p.m. that day in order to receive pay for that day.

ARTICLE X = VACATION POLICY

- A. All full-time twelve-month employees with five (5) or less years of service as of July 1st each year shall be entitled to ten (10) working days vacation per year. Vacation shall be earned at the rate of one (1) day per month by all twelve-month employees with five (5) or less years of service. A maximum of ten (10) working days vacation may be earned in any single fiscal year. No employee shall be entitled to any vacation time until he or she has completed six months of employment with the New Milford School System.
- B. All full time twelve month employees with more than five (5) years of service as of July 1st each year, having started between June 15th and September 5th, shall be entitled to fifteen (15) working days vacation per year. Vacation shall be earned at the rate of one and a half (1 1/2) days per month by all twelve-month personnel with six (6) or more years of service. Employees who have completed eight (8) years of service shall be entitled to sixteen (16) working days vacation. A maximum of sixteen (16) working days vacation may be earned in any single fiscal year.
- C. Ten-month employees do not receive vacation time.
- D. All requests for vacation time will be submitted in writing to the Supervisor of Buildings and Grounds for approval. After approval by the Supervisor of Buildings

Vacation Policy

and Grounds, in consultation with the Business Administrator, a copy will be returned to the employee.

- E. Seniority will be the determining factor in scheduling vacation periods when conflicts occur.
- F. All vacation periods, as stated above, are subject to change or alteration dictated by the needs of the system. The final determination of the total vacation schedule rests with the Business Administrator.
- G. Vacation is to be taken in the fiscal year following the fiscal year it is earned - as the needs of the system permits. Unused vacation days will be reimbursed by the Board annually at the salary received during the fiscal year the days were unused.
- H. Vacation days should not accumulate from year to year. The Business Administrator may permit an accumulation of no more than five days in a year. A request to accumulate days beyond five is subject to Board approval.
- I. In order to clear up all vacation days earned and accumulated prior to the 1986-87 contract, Association members will receive payment for these days at the 1985-86 salary rate, payable at the discretion of the Board, but at an equal percentage rate per Association member. However, upon an Association member's retirement, all prior accumulated vacation days will be paid in full.

ARTICLE XI - MISCELLANEOUS PROVISIONS

- A. Copies of this Agreement shall be duplicated at the expense of the Board and presented to all employees now employed, or hereafter employed.
- B. Whenever any notice is required to be given by either of the parties to this Agreement to the other, pursuant to the provisions of the Agreement, either party shall do so in writing at the following addresses:
 1. If by Association, to Board in care of the Secretary of the Board.
 2. If by Board, to the President of the Association at the building to which he is regularly assigned for his employment.
- C. Whenever any representative of the Association or any employee is mutually scheduled by the parties to participate during working hours in negotiations, grievance proceedings, conferences, or meetings he shall suffer no loss in pay.
- D. Representatives of the Association may be permitted to transact official Association business on school property at all reasonable times, provided that this shall not interfere with or interrupt normal school operations. Prior requests shall be submitted to the building principal for his approval.

Miscellaneous Provisions

- E. The Association shall have, in each school building, the use of a bulletin board. The Association shall also be assigned adequate space on the bulletin board in the central office for Association notices. Copies of all such notices to be posted shall be given to the building principal or Business Administrator for approval prior to its being posted.
- F. The Association shall have the right to use the inter-school mail facilities and school mail boxes as it deems necessary. However, the Board will not be responsible for any delay or problems in delivery.
- G. All job openings shall be advertised to the staff two weeks prior to filling the position.
- H. At the discretion of the Business Administrator, leave of absence without pay of up to one (1) year shall be granted for the purpose of caring for a sick husband, wife, child or parent of the employee.

ARTICLE XII - FULLY BARGAINED PROVISIONS

This Agreement incorporates the entire understanding of the parties on all matters which were or could have been the subject of negotiations for the current Agreement. During the term of this Agreement, or any extensions thereof, neither party shall be required to negotiate with respect to any other matter, whether or not covered by this Agreement or whether or not within the knowledge or contemplation of either or both of the parties at the time they negotiated or executed this Agreement, except as required by Chapter 303 Public Laws, 1968 and Chapter 175 Public Laws, 1974.

ARTICLE XIII - SEPARABILITY AND SAVINGS

If any provision of this Agreement or any application of this Agreement to any employee or group of employees is held invalid by operation of law, or by a court or other tribunal of competent jurisdiction, such provision shall be inoperative, but all other provisions shall not be affected thereby and shall continue in full force and effect.

ARTICLE XIV - DURATION OF AGREEMENT

A. DURATION PERIOD

This Agreement shall be effective as of July 1, 1985, and shall continue in effect until June 30, 1987 subject to the Association's right to negotiate over a Successor Agreement as provided in ARTICLE II. This Agreement shall not be extended orally and it is expressly understood that it shall expire on the date indicated.

B. In witness whereof the parties hereto have caused this Agreement to be signed by their respective presidents or representatives and attested to by their respective secretary or representative.

Attested to this First day of June, 1985

New Milford Custodial
Association

By: Daniel LeBeau
Representative

By: R. Dan Richter
Representative

New Milford Board of Education

By:

Gil Weisoff
President

By:

Mel Rickett
Secretary

SCHEDULE A

CUSTODIAL-MAINTENANCE SALARY GUIDE

1985-1986

Step	Matron*	Custodian	Grounds/Drivers Night Foreman Head Custodian	Maintenance
1	7,000.	12,000.	13,000.	14,000.
2	7,400.	12,690.	13,688.	14,450.
3	7,700.	13,283.	14,435.	15,000.
4	8,004.	13,972.	15,122.	15,560.
5	8,350.	14,517.	15,767.	16,095.
6	8,697.	15,152.	16,306.	16,700.
7	9,050.	15,694.	16,844.	17,200.
8	9,400.	16,350.	17,400.	17,800.
9	9,800.	17,000.	18,100.	18,500.
10	10,034.	17,495.	18,800.	19,200.

High School

Head Custodian ----- 600.

Middle School

Head Custodian ----- 500.

High School and

Middle School

Night Foreman ----- 500.

Night Differential

----- 200.

LONGEVITY -- \$550. in 13th 15th and 20th year

*10 MONTHS

All personnel above the 10 step on the guide in 1984-85 will receive an 10% increase less the overall cost of the increment.

SCHEDULE A.I

CUSTODIAL-MAINTENANCE SALARY GUIDE

1986-1987

Step	Matron*	Custodian	Grounds/Drivers Night Foreman Head Custodian	Maintenance
1	7,370.	12,500.	13,600.	14,700.
2	7,700.	13,200.	14,300.	15,300.
3	8,140.	13,960.	15,050.	15,900.
4	8,470.	14,610.	15,880.	16,500.
5	8,800.	15,370.	16,640.	17,120.
6	9,180.	15,970.	17,340.	17,700.
7	9,570.	16,670.	17,930.	18,375.
8	9,950.	17,260.	18,530.	18,920.
9	10,340.	17,980.	19,140.	19,580.
10	10,780.	18,700.	19,900.	20,350.

High School
Head Custodian ----- 600.

Middle School
Head Custodian ----- 500.

High School and
Middle School
Night Foreman ----- 500.

Night Differential ----- 200.

LONGEVITY -- \$550. in 13th 15th and 20th year

*10 MONTHS

All personnel above the 10 step on the guide in 1985-86 will receive an 10% increase less the overall cost of the increment.

SCHEDULE B

CUSTODIAL/MAINTENANCE HOLIDAY SCHEDULE

1985-1986

JULY	4 5	THURSDAY FRIDAY	JULY 4th JULY 4th
SEPTEMBER	2 16	MONDAY MONDAY	LABOR DAY ROSH HASHANAH
NOVEMBER	8 28 29	FRIDAY THURSDAY FRIDAY	NJEA CONVENTION THANKSGIVING THANKSGIVING
DECEMBER	25 26	WEDNESDAY THURSDAY	CHRISTMAS CHRISTMAS
JANUARY	1	WEDNESDAY	NEW YEARS
MARCH	28	FRIDAY	GOOD FRIDAY
APRIL	21	FRIDAY	SPRING RECESS
MAY	26	MONDAY	MEMORIAL DAY

9/30/85